



The year-round climate is mild with an average annual temperature of 63 degrees, sunshine 70% of the time, and annual rainfall of 10 inches.

World-renowned tourist attractions include the Wild Animal Park, Sea World, Palomar Observatory, and the San Diego Zoo located in magnificent Balboa Park. The region is home to professional sports teams including the Chargers (football) and the Padres (baseball).

The arts, music, dance, opera, art film and museums are abundant. Cultural attractions include the San Diego Symphony, San Diego Opera, the Old Globe Theater, the Civic Light Opera, the Master Chorale, the Chamber Music Society, and the La Jolla Playhouse. Museums include the Museum of Art, Natural History Museum, Aerospace Museum, and the Space Theater and Science Center.

The cultural ambiance is enhanced by a number of colleges and universities, including San Diego State University, the University of California at San Diego, and the University of San Diego. One in four residents have a college degree. With several Nobel Prize winners among its residents, San Diego is home to some of the world's leading bioscience research and development institutions, including the Salk Institute, Scripps Research Institute, and the La Jolla Cancer Research Center.

COUNTY GOVERNMENT

The County of San Diego is the regional government authority responsible for the health, protection and welfare of three million area residents. County government also provides municipal, or city-type services, for the 436,000 residents who live in unincorporated areas.

San Diego County is governed by a five-member Board of Supervisors. Members are elected by district on a non-partisan basis and serve four-year terms. Supervisors are nominated and elected from the district in which they live. District Boundaries are based primarily on population, with each Supervisor representing about one-fifth of the County's three million residents

The Board of Supervisors strongly believes that County government should focus on vital "core" public services. Other programs are evaluated and may be contracted out to the private sector, if it's the best use of taxpayer dollars. The County's goal: a government that does things better, cheaper, faster.

Information on the County's General Management System can be obtained by visiting the County's website at <http://www.sdcounty.ca.gov/cao/docs/gms1.pdf>



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COUNTY OF SAN DIEGO ASSISTANT CHIEF PROBATION OFFICER

The County of San Diego is seeking a dynamic, innovative, results-oriented executive to assist in directing probation and rehabilitation services and to direct operations of juvenile detention facilities.



The Assistant Chief Probation Officer

PROBATION DEPARTMENT MISSION STATEMENT

Protect community safety, reduce crime, and assist victims through offender accountability and rehabilitation.

The Assistant Chief Probation Officer will be an integral part of the County's Public Safety Group. This position is fully responsible for assisting the Chief Probation Officer in planning, organizing, and directing departmental activities and services through an executive team.

CURRENT ISSUES AND PRIORITIES

Specific issues the Assistant Chief Probation Officer will initially address include:

Collaboration: The Assistant Chief will play a role in enhancing collaboration and communication among the County's criminal justice, community based organization leaders, law enforcement representatives and interdisciplinary teams throughout San Diego County.

Operations: The Assistant Chief will maintain current programs and evaluate their effectiveness using outcome-based measurements through the annual department and managers' operational incentive plans; continue to design and build evidence-based programs for the future; and establish and maintain positive communication with all staff.

Juvenile Offenders: The Assistant Chief will be an effective leader in providing resources, services, and referrals to increase resiliency of juveniles and families, decreasing the number who enter or re-enter the juvenile justice

system and increase the ability to lead a positive lifestyle after release from detainment. Ensure safe, secure custody with rehabilitative programs for juvenile offenders who pose a risk to themselves or the community.

Budget & Funding: Responding to the local budget impacts of a changing economy is the responsibility of every County official. The Assistant Chief will take a lead role in securing, maintaining and administering appropriate local, state and federal funding that advances department activities consistent with county goals. This will be fulfilled by utilizing the county's General Management System (GMS).

THE IDEAL CANDIDATE

The ideal candidate will be an experienced probation manager or administrator with significant success in agency-community relations, facility operations, development and implementation of educational, vocational, and psycho-social programming, and sentencing and probation compliance.

Also important is a proven track record in working with legislative bodies, the judicial bench and other public safety agencies. The successful candidate will be a team player with strong leadership skills; including demonstrated success in effecting organizational change and political acumen.

Specific requirements are as follows:

Peace Officer Status: The incumbent is a Peace Officer as defined in Section 830 of the California Penal Code, and must meet employment guidelines and standards established by the Commission for Peace Officer Standards and Training (POST) and the provisions of Sections 1029 and 1031 of the California Government Code. Applicants must be 21 years of age by the time of appointment and must be a U.S. citizen or in the process of becoming a U. S. citizen. This posi-

tion may require carrying a weapon and meeting certification requirements.

Education: A Bachelor's degree from an accredited college or university, in public administration, business administration, criminal justice, criminology, corrections, counseling, psychology, social work, or a related field, A Master's degree is desirable.

Experience: At least five years of experience in the probation or community corrections field, three years of which must have been at the administrative or management level. Additionally, it is important to have knowledge of and the ability to work within the General Management System and effectively manage ongoing programs and services with defined resources.

Excellent communication and interpersonal skills are essential. Candidates must have the ability to work effectively with a diverse and unionized workforce, motivate employees and uphold employee morale.



THE PROBATION DEPARTMENT

The Probation Department has an annual operating budget of \$173.6 million and employs a staff of 1,424.

Major services include:

- Compliance monitoring and field supervision of over 28,479 adult probationers annually.
- Evaluating 10,651 juvenile referrals for court intervention, placement, counseling, or diversion programs. Annually, 7,900 boys and girls are placed under the jurisdiction of the Juvenile Court. The department operates three juvenile treatment facilities and two juvenile detention facilities with combined average monthly admissions of 864.
- Supervising 15,479 adults and juveniles placed in public work projects and the direction of the courts.
- Providing referral services, individual and group counseling, rehabilitation treatment, recreation programs, full-time school programs, and educational opportunities for probationers.
- Performing 31,346 pre-sentence, placement, and special investigation reports for the Superior and Juvenile Courts

For more information about the County of San Diego, the Public Safety Group and the Probation Department, go to www.sdcounty.ca.gov.

COMPENSATION AND BENEFITS

Appointment is expected to be in the range of \$115,817 – \$126,167; and will be determined based on background, credentials, and experience.

The executive benefit package includes:

- Fifteen days of paid vacation; thirteen days of paid sick leave and eleven paid holidays plus two floating holidays.
- Safety retirement 3% at 50.
- Participation in the 1937 Retirement Act System. Retirement plan integrated with OASDI.
- Medical, dental and vision insurance plans.
- Disability Insurance, Life Insurance and Accidental Death and Dismemberment Insurance.
- Flexible Management Benefit Package - a monthly credit may be used to select benefits from a group of options.
- Relocation Allowance for expenses up to a limit of \$15,000.
- County Automobile.
- Deferred Compensation Program (457 and/or a 401A Plan).
- Membership in the San Diego County Credit Union.
- Annual comprehensive medical exam.

APPLICATION AND SELECTION PROCEDURE

Recruitment materials are available from the County of San Diego - Department of Human Resources website at www.sdcounty.ca.gov, link to Jobs. Resumes should be faxed directly to the Department of Human Resources at (619) 685-2458 or e-mailed to Susi Kuklinski, Human Resources Services Manager, susi.kuklinski@sdcounty.ca.gov.

The closing date for this recruitment is Friday, May 16, 2008, at 5:30 p.m. PST. Resumes should include degrees held and employment history, including dates of service, position title, management responsibilities, reporting structure and salary.

An executive evaluation board will be convened to review submittals and identify top competitors to be considered for appointment. Only those candidates with backgrounds best meeting the needs of the County will be passed on to the Executive Selection Committee. Finalists will be considered for employment. Submittals will be held confidential and candidates will be kept informed of their status during the selection process. Out of County travel expenses will be reimbursed to finalists.

The finalist will be subject to employment standards specified in Sections 1029 and 1031 of the California Government Code for Peace Officer under Penal Code Section 830, which includes a thorough background investigation, truth verification exam, and a medical exam.

THE COMMUNITY

San Diego County is California's oldest county and is home to three million residents of diverse cultural, economic, and racial backgrounds. The area encompasses 4,300 square miles with 70 miles of Pacific Ocean beach, two beautiful bays, several mountain ranges and a breathtaking desert. The County area is 65 miles from north to south and 86 miles from east to west.